

ENVIRONMENTAL POLICY



Introduction

tec Just Better is committed to reducing its environmental impact and promoting sustainability in all aspects of its operations. We recognise our responsibility to protect the environment and actively seek ways to minimise our carbon footprint while maintaining high-quality service delivery.

Scope

This policy applies to all employees, contractors, and stakeholders involved in tec Just Better's business activities. It covers energy use, waste management, procurement, transportation, and compliance with environmental regulations.

Environmental Commitments

We are dedicated to:

- **Reducing Waste:** Minimising waste production and increasing recycling efforts.
- **Energy Efficiency:** Promoting the efficient use of energy, equipment, and resources.
- **Sustainable Procurement:** Sourcing environmentally friendly products and materials.
- **Pollution Prevention:** Minimising emissions, noise, and waste disposal impact.
- **Compliance:** Adhering to all relevant environmental laws and regulations.
- **Continuous Improvement:** Regularly reviewing our environmental practices to improve sustainability efforts.

Key Actions

- Implement recycling and waste reduction programs in office and work sites.
- Encourage digital documentation to reduce paper usage.
- Promote the use of energy-efficient equipment and technologies.
- Reduce unnecessary travel by utilising remote communication where possible.
- Educate employees on environmental best practices.
- Work with suppliers who prioritise sustainability.

Monitoring & Review

- We will regularly assess our environmental performance and seek new ways to improve.
- Feedback from employees and stakeholders will be considered for future enhancements.
- This policy will be reviewed annually to ensure ongoing relevance and effectiveness.

A handwritten signature in black ink, appearing to read "Robin Newbury", is placed above the word "Signed".

Signed

Print Robin Newbury Managing Director

Date: 1.2.26